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Government of Kerala
2025

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കേരള ഗസറ്റ്
KERALA GAZETTE
അസാധാരണം
EXTRAORDINARY

ആധികാരികമായി പ്രസിദ്ധപ്പെടുത്തുന്നത്
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Thiruvananthapuram, Tuesday

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23rd December 2025
1201 ധനു 8
8th Dhanu 1201
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നമ്പർ
No. 4310

GOVERNMENT OF KERALA

Labour and Skills (B) Department

NOTIFICATIONS

G.O.(P)No.100/2025/LBR *Dated, Thiruvananthapuram, 6th November, 2025*
20th Thulam,1201

I

S. R. O. No. 1397/2025

In exercise of the powers conferred by section 87 of the Employees' State Insurance Act, 1948 (Central Act 34 of 1948), read with section 91 A thereof, the Government of Kerala, in consultation with the Employees' State Insurance Corporation, hereby exempt the Kerala State Road Transport Corporation, Thiruvananthapuram from the operation of the provisions of the said Act for a period of one year from 1st day of October,

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2014 to 30th day of September, 2015 subject to the following conditions, namely :-

1. The establishment shall maintain a register showing the names and designations of its employees ;
2. Notwithstanding this exemption, the employees shall continue to receive such benefits under the said Act to which they might have become entitled to on the basis of the contributions paid prior to the date from which exemption granted by this notification operates;
3. The contribution for the exempted period, if already paid, shall not be refunded;
4. The establishment shall submit in respect of the period during which it was subject to the operation of the said Act (hereinafter referred to as the said period), such returns in such form and containing such particulars as were due from it in respect of the said period under the Employees' State Insurance (General) Regulations, 1950;
5. Any Inspector appointed by the Corporation under sub-section (1) of section 45 of the said Act, or other official of the Corporation authorised in this behalf shall for the purpose of,-

    (i) verifying the particulars contained in any return submitted under sub- section (1) of section 44 of the said Act; or

    (ii) ascertaining whether registers and records were maintained as required by the Employees' State Insurance (General) Regulations, 1950, for the said period; or

    (iii) ascertaining whether the employees continue to be entitled to the benefits provided by the employer in cash and in kind being benefits in considerations of which exemption is being granted under this notification; or

    (iv) ascertaining whether any of the provisions of the said Act had been complied with during the period when such provisions were in force in relation to the said establishment be empowered to,-

        (a) require the said establishment to furnish to him such information as he may consider necessary; or

        (b) enter any factory, establishment, office or other premises occupied by the said establishment at any reasonable time and require any person found

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in charge thereof to produce to such Inspector or other official and allow him to examine such documents, books and other documents relating to the employment of persons and payment of wages or to furnish to him such information as he may consider necessary; or

(c) examine the officers of the said establishment, servants of the said establishment or any person found in such factory, establishment, office or other premises or any person whom the said Inspector or other official has reasonable cause to believe to have been an employee; or

(d) make copies of or take extracts from any register, account books or other documents maintained in such establishment, office or other premises of the said establishment.

By order of the Governor,
ANUPAMA T V ,
Special Secretary to Government

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II

S. R. O. No. 1398/2025

In exercise of the powers conferred by section 87 of the Employees' State Insurance Act, 1948 (Central Act 34 of 1948) read with section 91 A thereof, the Government of Kerala, in consultation with the Employees' State Insurance Corporation, hereby exempt the Kerala State Road Transport Corporation, Thiruvananthapuram from the operation of the provisions of the said Act for a period of one year from 1st day of October, 2017 to 30th day of September, , 2018 subject to the following conditions, namely :-

1. The establishment shall maintain a register showing the names and designations of its employees ;
2. Notwithstanding this exemption, the employees shall continue to receive such benefits under the said Act to which they might have become entitled to on the basis of the contributions paid prior to the date from which exemption granted by this notification operates;
3. The contribution for the exempted period, if already paid, shall not be refunded;
4. The establishment shall submit in respect of the period during which it was subject to the operation of the said Act (hereinafter referred to as the said period), such returns in such form and containing such particulars as were due from it in respect of the said period under the Employees' State Insurance (General) Regulations, 1950;
5. Any Inspector appointed by the Corporation under sub-section (1) of section 45 of the said Act, or other official of the Corporation authorised in this behalf shall for the purpose of,-

    (i) verifying the particulars contained in any return submitted under sub-section (1) of section 44 of the said Act; or

    (ii) ascertaining whether registers and records were maintained as

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required by the Employees' State Insurance (General) Regulations, 1950, for the said period; or

(iii) ascertaining whether the employees continue to be entitled to the benefits provided by the employer in cash and in kind being benefits in considerations of which exemption is being granted under this notification; or

(iv) ascertaining whether any of the provisions of the said Act had been complied with during the period when such provisions were in force in relation to the said establishment be empowered to,-

(a) require the said establishment to furnish to him such information as he may consider necessary; or

(b) enter any factory, establishment, office or other premises occupied by the said establishment at any reasonable time and require any person found in charge thereof to produce to such Inspector or other official and allow him to examine such documents, books and other documents relating to the employment of persons and payment of wages or to furnish to him such information as he may consider necessary; or

(c) examine the officers of the said establishment, servants of the said establishment or any person found in such factory, establishment, office or other premises or any person whom the said Inspector or other official has reasonable cause to believe to have been an employee; or

(d) make copies of or take extracts from any register, account books or other documents maintained in such establishment, office or other premises of the said establishment.

By order of the Governor,
ANUPAMA T V ,
Special Secretary to Government.

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III

S. R. O. No. 1399/2025

In exercise of the powers conferred by section 87 of the Employees' State Insurance Act, 1948 (Central Act 34 of 1948) read with section 91 A thereof, the Government of Kerala, in consultation with the Employees' State Insurance Corporation, hereby exempt the Kerala State Road Transport Corporation, Thiruvananthapuram from the operation of the provisions of the said Act for a period of one year from 1st day of October, 2018 to 30th day of September, 2019 subject to the following conditions, namely :-

1. The establishment shall maintain a register showing the names and designations of its employees ;
2. Notwithstanding this exemption, the employees shall continue to receive such benefits under the said Act to which they might have become entitled to on the basis of the contributions paid prior to the date from which exemption granted by this notification operates;
3. The contribution for the exempted period, if already paid, shall not be refunded;
4. The establishment shall submit in respect of the period during which it was subject to the operation of the said Act (hereinafter referred to as the said period), such returns in such form and containing such particulars as were due from it in respect of the said period under the Employees' State Insurance (General) Regulations, 1950;
5. Any Inspector appointed by the Corporation under sub-section (1) of section 45 of the said Act, or other official of the Corporation authorised in this behalf shall for the purpose of,-

(i) verifying the particulars contained in any return submitted under sub-section (1) of section 44 of the said Act; or

(ii) ascertaining whether registers and records were maintained as

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required by the Employees' State Insurance (General) Regulations, 1950, for the said period; or

(iii) ascertaining whether the employees continue to be entitled to the benefits provided by the employer in cash and in kind being benefits in considerations of which exemption is being granted under this notification; or

(iv) ascertaining whether any of the provisions of the said Act had been complied with during the period when such provisions were in force in relation to the said establishment be empowered to,-

(a) require the said establishment to furnish to him such information as he may consider necessary; or

(b) enter any factory, establishment, office or other premises occupied by the said establishment at any reasonable time and require any person found in charge thereof to produce to such Inspector or other official and allow him to examine such documents, books and other documents relating to the employment of persons and payment of wages or to furnish to him such information as he may consider necessary; or

(c) examine the officers of the said establishment, servants of the said establishment or any person found in such factory, establishment, office or other premises or any person whom the said Inspector or other official has reasonable cause to believe to have been an employee; or

(d) make copies of or take extracts from any register, account books or other documents maintained in such establishment, office or other premises of the said establishment.

By order of the Governor,
ANUPAMA T V ,
Special Secretary to Government.

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IV

S. R. O. No. 1400/2025

In exercise of the powers conferred by section 87 of the Employees' State Insurance Act, 1948 (Central Act 34 of 1948) read with section 91 A thereof, the Government of Kerala, in consultation with the Employees' State Insurance Corporation, hereby exempt the Kerala State Road Transport Corporation, Thiruvananthapuram from the operation of the provisions of the said Act for a period of one year from 1st day of October, 2019 to 30th day of September, 2020 subject to the following conditions, namely :-

1. The establishment shall maintain a register showing the names and designations of its employees ;
2. Notwithstanding this exemption, the employees shall continue to receive such benefits under the said Act to which they might have become entitled to on the basis of the contributions paid prior to the date from which exemption granted by this notification operates;
3. The contribution for the exempted period, if already paid, shall not be refunded;
4. The establishment shall submit in respect of the period during which it was subject to the operation of the said Act (hereinafter referred to as the said period), such returns in such form and containing such particulars as were due from it in respect of the said period under the Employees' State Insurance (General) Regulations, 1950;
5. Any Inspector appointed by the Corporation under sub-section (1) of section 45 of the said Act, or other official of the Corporation authorised in this behalf shall for the purpose of,-

(i) verifying the particulars contained in any return submitted under sub-section (1) of section 44 of the said Act; or

(ii) ascertaining whether registers and records were maintained as

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required by the Employees' State Insurance (General) Regulations, 1950, for the said period; or

(iii) ascertaining whether the employees continue to be entitled to the benefits provided by the employer in cash and in kind being benefits in considerations of which exemption is being granted under this notification; or

(iv) ascertaining whether any of the provisions of the said Act had been complied with during the period when such provisions were in force in relation to the said establishment be empowered to,-

(a) require the said establishment to furnish to him such information as he may consider necessary; or

(b) enter any factory, establishment, office or other premises occupied by the said establishment at any reasonable time and require any person found in charge thereof to produce to such Inspector or other official and allow him to examine such documents, books and other documents relating to the employment of persons and payment of wages or to furnish to him such information as he may consider necessary; or

(c) examine the officers of the said establishment, servants of the said establishment or any person found in such factory, establishment, office or other premises or any person whom the said Inspector or other official has reasonable cause to believe to have been an employee; or

(d) make copies of or take extracts from any register, account books or other documents maintained in such establishment, office or other premises of the said establishment.

By order of the Governor,
ANUPAMA T V ,
Special Secretary to Government.

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V

S. R. O. No. 1401/2025

In exercise of the powers conferred by section 87 of the Employees' State Insurance Act, 1948 (Central Act 34 of 1948) read with section 91 A thereof, the Government of Kerala, in consultation with the Employees' State Insurance Corporation, hereby exempt the Kerala State Road Transport Corporation, Thiruvananthapuram from the operation of the provisions of the said Act for a period of one year from 1st day of October, 2020 to 30th day of September, 2021 subject to the following conditions, namely :-

1. The establishment shall maintain a register showing the names and designations of its employees ;
2. Notwithstanding this exemption, the employees shall continue to receive such benefits under the said Act to which they might have become entitled to on the basis of the contributions paid prior to the date from which exemption granted by this notification operates;
3. The contribution for the exempted period, if already paid, shall not be refunded;
4. The establishment shall submit in respect of the period during which it was subject to the operation of the said Act (hereinafter referred to as the said period), such returns in such form and containing such particulars as were due from it in respect of the said period under the Employees' State Insurance (General) Regulations, 1950;
5. Any Inspector appointed by the Corporation under sub-section (1) of section 45 of the said Act, or other official of the Corporation authorised in this behalf shall for the purpose of,-

(i) verifying the particulars contained in any return submitted under sub-section (1) of section 44 of the said Act; or

(ii) ascertaining whether registers and records were maintained as

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required by the Employees' State Insurance (General) Regulations, 1950, for the said period; or

(iii) ascertaining whether the employees continue to be entitled to the benefits provided by the employer in cash and in kind being benefits in considerations of which exemption is being granted under this notification; or

(iv) ascertaining whether any of the provisions of the said Act had been complied with during the period when such provisions were in force in relation to the said establishment be empowered to,-

(a) require the said establishment to furnish to him such information as he may consider necessary; or

(b) enter any factory, establishment, office or other premises occupied by the said establishment at any reasonable time and require any person found in charge thereof to produce to such Inspector or other official and allow him to examine such documents, books and other documents relating to the employment of persons and payment of wages or to furnish to him such information as he may consider necessary; or

(c) examine the officers of the said establishment, servants of the said establishment or any person found in such factory, establishment, office or other premises or any person whom the said Inspector or other official has reasonable cause to believe to have been an employee; or

(d) make copies of or take extracts from any register, account books or other documents maintained in such establishment, office or other premises of the said establishment.

By order of the Governor,
ANUPAMA T V ,
Special Secretary to Government.

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VI

S. R. O. No. 1402/2025

In exercise of the powers conferred by section 87 of the Employees' State Insurance Act, 1948 (Central Act 34 of 1948) read with section 91 A thereof, the Government of Kerala, in consultation with the Employees' State Insurance Corporation, hereby exempt the Kerala State Road Transport Corporation, Thiruvananthapuram from the operation of the provisions of the said Act for a period of one year from 1st day of October, 2021 to 30th day of September, 2022 subject to the following conditions, namely :-

1. The establishment shall maintain a register showing the names and designations of its employees ;
2. Notwithstanding this exemption, the employees shall continue to receive such benefits under the said Act to which they might have become entitled to on the basis of the contributions paid prior to the date from which exemption granted by this notification operates;
3. The contribution for the exempted period, if already paid, shall not be refunded;
4. The establishment shall submit in respect of the period during which it was subject to the operation of the said Act (hereinafter referred to as the said period), such returns in such form and containing such particulars as were due from it in respect of the said period under the Employees' State Insurance (General) Regulations, 1950;
5. Any Inspector appointed by the Corporation under sub-section (1) of section 45 of the said Act, or other official of the Corporation authorised in this behalf shall for the purpose of,-

(i) verifying the particulars contained in any return submitted under sub-section (1) of section 44 of the said Act; or

(ii) ascertaining whether registers and records were maintained as

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required by the Employees' State Insurance (General) Regulations, 1950, for the said period; or

(iii) ascertaining whether the employees continue to be entitled to the benefits provided by the employer in cash and in kind being benefits in considerations of which exemption is being granted under this notification; or

(iv) ascertaining whether any of the provisions of the said Act had been complied with during the period when such provisions were in force in relation to the said establishment be empowered to,-

(a) require the said establishment to furnish to him such information as he may consider necessary; or

(b) enter any factory, establishment, office or other premises occupied by the said establishment at any reasonable time and require any person found in charge thereof to produce to such Inspector or other official and allow him to examine such documents, books and other documents relating to the employment of persons and payment of wages or to furnish to him such information as he may consider necessary; or

(c) examine the officers of the said establishment, servants of the said establishment or any person found in such factory, establishment, office or other premises or any person whom the said Inspector or other official has reasonable cause to believe to have been an employee; or

(d) make copies of or take extracts from any register, account books or other documents maintained in such establishment, office or other premises of the said establishment.

By order of the Governor,
ANUPAMA T V ,
Special Secretary to Government.

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Explanatory Note

(This does not form part of the notification, but is intended to indicate its general purport.)

The Chairman and Managing Director, M/s Kerala State Road Transport Corporation has submitted an application to exempt the said establishment from the provisions of Employees' State Insurance Act, 1948 (Central Act 34 of 1948) for the period from 1st October, 2014 to 30th September, 2015 and 1st October, 2017 to 30th September, 2022 and the Hon'ble High Court vide its judgement dated 19th November, 2024 has directed the Government to consider the said application. The Government have considered the matter in detail and decided to exempt M/s Kerala State Road Transport Corporation from the provisions of Employees' State Insurance Act, 1948 for the period from 1st October, 2014 to 30th September, 2015 and 1st October, 2017 to 30th September, 2022 in compliance to the said judgment of the Hon'ble High Court in WP(C) No.18604/2024.

The notification is intended to achieve the above object.

PUBLISHED BY THE SUPERINTENDENT OF GOVERNMENT PRESSES
AT THE GOVERNMENT CENTRAL PRESS, THIRUVANANTHAPURAM, 2025.

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